

Report on the

Board of Social Work Examiners

State of Alabama

Montgomery, Alabama



Department of

Examiners of Public Accounts

50 North Ripley Street, Room 3201
P.O. Box 302251
Montgomery, Alabama 36130-2251
www.examiners.alabama.gov

Ronald L. Jones, Chief Examiner

State of Alabama
Department of
Examiners of Public Accounts

Telephone (334) 242-9200
FAX (334) 242-1775

Ronald L. Jones
Chief Examiner

Mailing Address:
P.O. Box 302251
Montgomery, AL 36130-2251

Location:
Gordon Persons Building
50 North Ripley Street, Room 3201
Montgomery, AL 36104-3833

July 27, 2011

Senator Paul Bussman
Chairman, Sunset Committee
Alabama State House
Montgomery, AL 36130

Dear Senator Bussman,

This report was prepared to provide information for use by the Sunset Committee in conducting its review and evaluation of the operations of the **Board of Social Work Examiners** in accordance with the *Code of Alabama 1975*, Section 41-20-9.

The report contains unaudited information obtained from the management, staff, and records of the **Board of Social Work Examiners**, in addition to information obtained from other sources.

Please contact me if you have any questions concerning this report.

Sincerely,



Ronald L. Jones
Chief Examiner

Examiner
Constance L. Baldwin

CONTENTS

PROFILE.....	1
Purpose/Authority	1
Characteristics.....	1
Operations	2
Financial.....	4
SIGNIFICANT ISSUES	5
STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES	5
ORGANIZATION	6
PERSONNEL	7
PERFORMANCE CHARACTERISTICS	7
COMPLAINT HANDLING.....	7
REGULATION IN CONJUNCTION WITH OTHER ENTITIES	10
SMART GOVERNING	10
FINANCIAL INFORMATION	11
Schedule of Fees	11
Schedule of Receipts, Disbursements, and Balances.....	12
Operating Receipts vs. Operating Disbursements (Chart).....	13
QUESTIONNAIRES	14
Board Member Questionnaire.....	14
Licensee Questionnaire.....	17
Complainant Questionnaire	23
APPENDICES	27
SMART Performance Reports	27
Pass/Fail Rate for Public Universities	28
Statutes.....	30
Board Members.....	42
BOARD RESPONSE TO SIGNIFICANT ISSUES.....	44

PROFILE

Purpose/Authority

The board regulates the professional practice of social work in Alabama by examining and licensing social workers at four different levels. In addition the board has the authority to suspend or revoke licensure for cause. The Board of Social Work Examiners was created by Act No. 652, *Acts of Alabama 1977* and now operates under authority of the *Code of Alabama 1975*, Sections 34-30-1 through 34-30-58.

<u>Characteristics</u>	
Members and Selection	<p>Seven (7) members appointed by the governor from a list of up to three nominees for each position. Nominations are solicited from licensed social workers and submitted to the board.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-50</p>
Term	<p>3-year, staggered terms. Members are limited to two consecutive terms of office.</p> <p><i>Code of Alabama</i>, Section 34-30-51</p>
Qualifications	<ul style="list-style-type: none">• Four licensed certified social workers• Two licensed graduate social workers• One licensed bachelor social worker <p>All must have rendered service, education, or research in social work.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-50</p>
Racial Representation	<p>At least one board position must be represented by a person who is a member of a minority race.</p> <p>Two black members are currently serving.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-50(b)</p>
Geographical Representation	<p>Not more than one member from each Congressional District</p> <p><i>Code of Alabama 1975</i>, Section 34-30-50(b)</p>

Consumer Representation	No statutory requirement																														
Other Representation	No statutory requirement																														
Compensation	None Members are paid travel and per diem allowances, not to exceed the prevailing rate paid state employees. <i>Code of Alabama 1975</i> , Section 34-30-54																														
<u>Operations</u>																															
Administrator	Brenda Holden, Executive Director Appointed by the board Current Annual Salary- \$65,690.40 Salary set by the board																														
Location	100 North Union Street, Suite 736 Montgomery, Alabama 36130-1620 Hours of operation 7:00a.m. – 5:30 p.m.																														
Examinations	<p>Examinations are developed by the Association of Social Work Boards. The private testing firm, Pearson Vue, administers and grades the computer based exam. Examinations are administered 5 or 6 times per week in Birmingham, Decatur, Dothan, Mobile and Montgomery. Exam fees are paid directly to the Association.</p> <p style="text-align: center;"><u>Pass/Fail Rates for Examinations</u> (2007 through 2010)</p> <table><tr><th>Exam</th><th>Total</th><th>Passed</th><th>Failed</th><th>% Passed</th><th>National % Pass</th></tr><tr><td>Bachelors</td><td>1,091</td><td>474</td><td>617</td><td>43</td><td>69</td></tr><tr><td>Masters</td><td>1,135</td><td>523</td><td>612</td><td>46</td><td>58</td></tr><tr><td>Advanced Generalist</td><td>15</td><td>5</td><td>10</td><td>33</td><td>48</td></tr><tr><td>Clinical</td><td>377</td><td>219</td><td>158</td><td>58</td><td>62</td></tr></table> <p>*Pass/Fail rates by applicants from Alabama public universities are located in the Appendices of this report.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-22</p>	Exam	Total	Passed	Failed	% Passed	National % Pass	Bachelors	1,091	474	617	43	69	Masters	1,135	523	612	46	58	Advanced Generalist	15	5	10	33	48	Clinical	377	219	158	58	62
Exam	Total	Passed	Failed	% Passed	National % Pass																										
Bachelors	1,091	474	617	43	69																										
Masters	1,135	523	612	46	58																										
Advanced Generalist	15	5	10	33	48																										
Clinical	377	219	158	58	62																										

Licensees	<p>Licenses issued as of March 31, 2011:</p> <table> <tr> <td>Licensed Bachelor Social Workers</td><td>2,395</td></tr> <tr> <td>Licensed Graduate Social Workers</td><td>1,312</td></tr> <tr> <td>Licensed Certified Social Workers</td><td>1,535</td></tr> <tr> <td>Private Independent Practice Certifications</td><td><u>633</u></td></tr> <tr> <td>Total</td><td>5,875</td></tr> </table>	Licensed Bachelor Social Workers	2,395	Licensed Graduate Social Workers	1,312	Licensed Certified Social Workers	1,535	Private Independent Practice Certifications	<u>633</u>	Total	5,875
Licensed Bachelor Social Workers	2,395										
Licensed Graduate Social Workers	1,312										
Licensed Certified Social Workers	1,535										
Private Independent Practice Certifications	<u>633</u>										
Total	5,875										
Reciprocity	<p>Reciprocity may be granted by the board to an applicant who holds a valid license from another state which requires standards equivalent to Alabama's for licensing or certifications.</p> <p>The board does not have reciprocity agreements with other states.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-24</p>										
Renewals	<p>All licenses expire on the last day of the month two years from the date issued. The application for renewal must be made within 60 days after the expiration of the license.</p> <p>On-line renewals are available to licensees. On-line renewals were approximately 71% of total renewals as of March 31, 2011.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-26</p>										
Continuing Education	<p>30 hours biennially for the following licensees:</p> <ul style="list-style-type: none"> • Licensed Bachelor Social Worker • Licensed Graduate Social Worker • Licensed Certified Social Worker <p>+20 additional hours for a total of 50 hours biennially for a Private Independent Practice Social Worker.</p> <p>Continuing education documentation must be submitted on a form provided by the board and accompanied by the licensee's application for renewal.</p> <p><i>Code of Alabama 1975</i>, Section 34-30-57</p>										
Employees	Three (3)										
Legal Counsel	Ellen Leonard, Assistant Attorney General, an employee of the Attorney General's Office										

Subpoena Power	Only as provided in the Administrative Procedure Act for hearings in contested cases. <i>Code of Alabama 1975</i> , Section 41-22-12(c)
Internet Presence	http://www.abswe.alabama.gov The site includes: An introductory page with the board's mission statement and schedule board meeting Licensing FAQs Links to applications and accompanying documentation Online Renewals Links to the Code of Alabama and the board's Administrative Code Complaints Board member information Social work Links Board Contact information News Letter License Search PIP Certification Search Disciplinary Action Approved CE Courses Approved CE Providers Social Work Brochure Social Work Bulletin Board Spanish Link Translation Disclaimer Statements/Policies
Attended Board Member Training	One board member and the executive director
<u>Financial</u>	
Source of Funds	Licensing fees
State Treasury	Yes – Special Revenue Fund 0363
Required Distributions	No required distributions.
Unused Funds	Retains unused balances for subsequent years' expenditures.

SIGNIFICANT ISSUES

Significant Issue 2011-01

Four of the five board members responding to our survey stated that the board's statutes should be amended to include diagnostic services for social workers in relation to the clients they serve. According to the Association of Social Work Boards, approximately forty-one states and the District of Columbia allow social workers to evaluate and diagnose clients for mental disorders. Alabama and Arkansas are the only two southeastern states that do not allow/provide for social worker "diagnosing" in their laws or codes.

Significant Issue 2011-02

Three of the five board members responding to our survey stated the board's revenues have been declining and that the board may need alternative sources of revenue. The fees authorized to be charged by the board are specifically named in the law, and the board has the flexibility to increase the amount of the fees. However, the board has not increased the fees since 1998. Licenses are renewed biennially. For the past four fiscal years, the board's disbursements have exceeded its receipts. Unobligated cash balances decreased by \$176,861.62 or 34.63% from \$510,671.55 at the end of FY 2006 to \$333,809.93 by the end FY 2010. The diminishing balance is due to increases in personnel costs, rent and supplies.

STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES

All prior findings have been resolved, except the following:

Prior Finding 2009-01

Some performance data provided by the board to the Department of Finance on performance relative to accomplishment of the board's SMART Governing objectives was not correct.

- ◆ 2008 performance data reported for one SMART objective was inaccurate. The objective was, "To accurately review continuing education for 50% of the total amount of renewal applications annually." (Estimated renewals for fiscal year 2008 = 2432). The target level of performance was 1216. The actual reported performance was 1115, which translates to 50% of license renewal applications. Although the board reported that 50% of license applications were reviewed, 100% of renewal applications for continuing education were actually reviewed (2230).
- ◆ 2008 performance data reported for a second SMART objective was not properly reported. The stated objective was, "To maintain unit cost of renewal licenses." (Estimated costs = \$30.00/license renewal). The stated target performance level was \$36,480. The reported actual performance level was \$33,450. The board had no system to capture the unit cost per license renewal, and neither the stated target performance level nor the reported actual performance level bear a reasonable relationship to the estimated costs per license renewal.

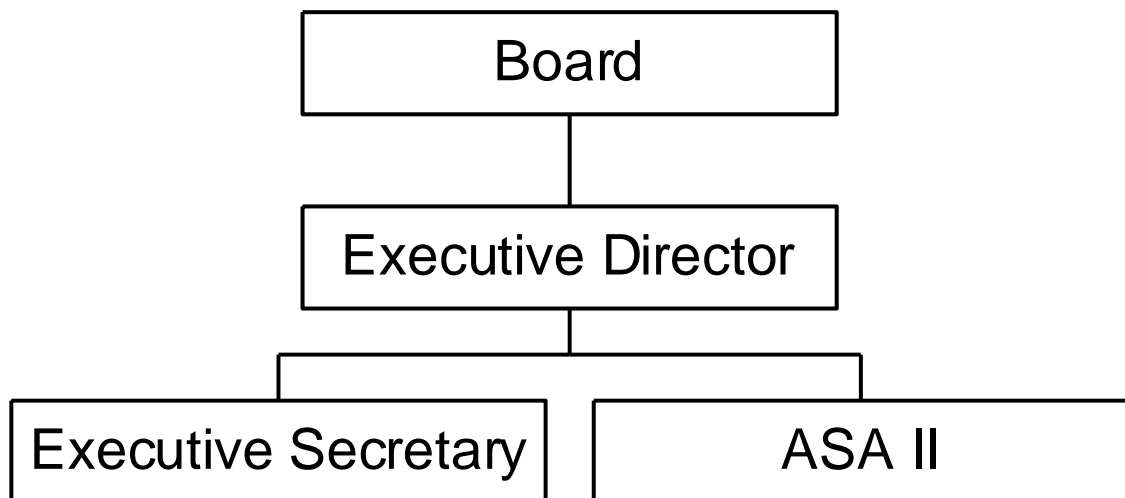
- ◆ 2009 performance data reported for one SMART objective was inaccurate due to a computation error and an improper computation method. The objective was to, “Maintain cost per licensee”. The target performance level was \$68.00. The reported actual performance level was \$70.00. The board computed (with errors) its actual performance based on budgeted expenditures rather than actual expenditures. This method does not produce an accurate cost per license, as budgeted expenditures are often significantly different from actual expenditures. The actual cost to operate the board for the year was \$284,316.98 which, when divided by the number of licenses yields an approximate costs per license of \$101.22).

Prior Recommendation – We recommended that the board should report its performance on objectives for which it has accurate information and that computations involving cost should be based upon actual cost rather than budgeted cost. We also recommended that computations of performance data should be checked for accuracy before submission to the Department of Finance.

Current Status – partially unresolved.

According to board personnel, every paper-based license renewal and every fifth on-line license renewal is audited for the presence of required continuing education. Based on renewal data provided to us by the board, the percentage of license renewals reviewed for continuing education presented on the board’s 2010 SMART performance report (84%) is incorrect due to a computation error. The percentage should be 44%.

ORGANIZATION



PERSONNEL

Title	Number	Race	Gender	Merit System Classification
Executive Director	1	White	Female	Unclassified
Executive Secretary	1	White	Female	Classified
Administrative Asst. II	1	White	Female	Classified
Total	3			

Legal Counsel

Ellen Leonard, Assistant Attorney General, an employee of the Attorney General's Office, serves as legal counsel for the board. The Attorney General charges \$100/hr. for her services to the board.

PERFORMANCE CHARACTERISTICS

Number of Licensees per Employee as of March 2011 - 1,958

Number of Persons per Licensee in Alabama and Surrounding States

	Population *	Licensees	Persons Per Licensee
Alabama	4,779,736	5,875	814
Florida	18,801,310	9,022	2,084
Georgia	9,687,653	4,682	2,069
Mississippi	2,967,297	5,466	543
Tennessee	6,346,105	5,070	1,252

* U.S. Census as of June 2010

Operating Disbursements per Licensee (2009-10) - \$45.96

Notification to Licensee of Board Decisions to Amend Administrative Rules

The board complied with notification procedures prescribed in the Administrative Procedure Act, which includes publication of proposed rules in the Administrative Monthly, and public hearings on proposed rules. Licensees are also specifically notified of proposed changes by mail, and notices are placed on the board's website.

COMPLAINT HANDLING

The *Code of Alabama 1975*, Section 34-30-4 through 34-30-5 and *Board Rules* 850-X-10-.02 through 850-X-10-.17 provide procedures for receipt, documentation and investigation of complaints against licensees and disciplinary actions.

Complaint Procedures

Initial Contact/Documentation	<p>Complaints may be faxed or mailed to the board's office. A complaint form is available for download from the board's website or it may be mailed to the complainant. Anyone, including other licensed social workers, may file a complaint. The complainant is notified of the receipt of the complaint.</p> <p>The complaint is logged in on the computer with an assigned complaint number. A certified letter is sent to the licensees along with a copy of the complaint allowing them the opportunity to respond within 15 days.</p>
Anonymous Complaints	<p>The board does not accept anonymous complaints. Complaints must be in writing and signed by the complainant.</p>
Investigative Process(s)	<p>A copy of the complaint and the licensee response (if provided), is forwarded to the investigative committee. The committee consists of one board member (rotated among the members), the executive director and the board's legal counsel. The board member reviews the complaint and the response, and recommends to the committee what steps to follow.</p> <p>The board member on the Investigative Committee during investigation of a complaint against a licensee does not sit as a member of the board to consider the merits of the complaint. The board member can make recommendations concerning the status of the complaint.</p>
Probable Cause Determination	<p>The board member on the investigating committee reviews the complaint and the response and makes a recommendation to the committee on what steps to follow. Based on the evidence, the board member may forward the complaint to the investigator or determine if an agreement is possible between the licensee and the board. The investigator will conduct an investigation and submit any findings to the committee. If there are no grounds to continue, a letter is sent to the licensee and the complainant stating that the complaint is closed for a lack of a violation according to the Administrative Code.</p>

Resolution without formal Hearing	If a violation is deemed to have occurred, the board member may determine if an agreement is possible between the licensee and the board. If an agreement is proposed by the Investigative Committee, a copy of the agreement is sent to the licensee to sign and return. The agreement is not complete until the entire board votes on its acceptance or denial.
Formal Hearing	<p>After reviewing the investigator's report on investigation of the complaint, if the committee believes evidence exists to file charges against the licensee, the charges and a hearing notice are sent to the licensee by certified and first class mail. The licensee is again allowed an opportunity to respond. .”</p> <p>If the licensee is found not guilty at the hearing, the complaint is closed</p>
Notification of Resolution to the Complainant	<p>Violations are reported to the DARS (Disciplinary Action Reporting System) which then reports for the board to the HIPDB (Healthcare Integrity and Protection Data Bank). The board also posts the violation on its website under “Disciplinary Actions.” Letters are mailed to both the licensee and the complainant informing them that the complaint has been closed and that no further action will be taken.</p> <p>If the board finds that no violation has occurred, the complainant is so notified, but no information is reported or otherwise made available to the public.</p>

	Schedule of Complaints Resolved 2007 through 2010					
Year/Number Received	Year/Number Resolved					Pending
	2007	2008	2009	2010	2011	
2007 /8	3	5				
2008 / 11		6	5			
2009 /16			14	1		1*
2010 /12 (1)				9	3	
	(1) As of 9/30/2010					
	* Pending appeal by licensee					
	Source of data: Executive Director					

Average Time to Resolve Complaints – 84 days

REGULATION IN CONJUNCTION WITH OTHER ENTITIES

There is no direct shared regulation of social workers with other entities; however, Alabama licenses and regulates the practices of psychiatrists, psychologists, counselors, and marriage and family therapists, who may lawfully engage in the practices of social work incidental to their own professional practices.

SMART GOVERNING

2010 SMART Quarterly Performance Report

GOALS			COMMENTS	
Verify continuing education annually for two-thirds of license renewal applications for 2010			The goal is appropriate; a target date and target level of performance is given.	
OBJECTIVES	UNIT OF MEASURE	TARGET	REPORTED PERFORMANCE	COMMENTS
To accurately review continuing education documentation for license renewals	Number of annual license renewal applications	66%	84%	Performance not supported by available records. Target and reported performance address percentages but the unit of measure specifies “number”. Objective statement not consistent with unit of measure, the target, and reported performance. Objective is to “accurately review”. Unit of measure, target, and reported performance address percentage of renewal applications reviewed without regard to accuracy.
Maintain cost per licensee at no more than 15% increase	Cost per licensee	69.00	53.00	Available records were adequate to verify the reported performance. The unit of measure should have been “\$”.

2011 SMART Quarterly Performance Report

GOALS			COMMENTS	
Obtain 90% of license renewals through the online renewal applications by FY14.			The goal is appropriate and measurable.	
OBJECTIVES	UNIT OF MEASURE	PERFORMANCE TARGET	REPORTED PERFORMANCE	COMMENTS
Obtain 75% of total number of license renewal applications through the on-line application		75%	Year not yet complete	Unit of measure not stated for the objective.
Maintain cost each licensee 65.00 with no more than 15% increase.		\$65.00	Year not yet complete	Unit of measure not stated for the objective.

FINANCIAL INFORMATION

Source of funds

The board's operating funds are derived from licensing and regulatory fees, and are deposited into the State Treasury to the credit of Special Revenue Fund Number 0363, the Board of Social Work Examiners Fund. The fund is authorized by *Code of Alabama 1975*, Section 34-30-6. Balances in the fund must be appropriated by the Legislature to be expended. The board is authorized to retain unexpended year-end balances.

Schedule of Fees

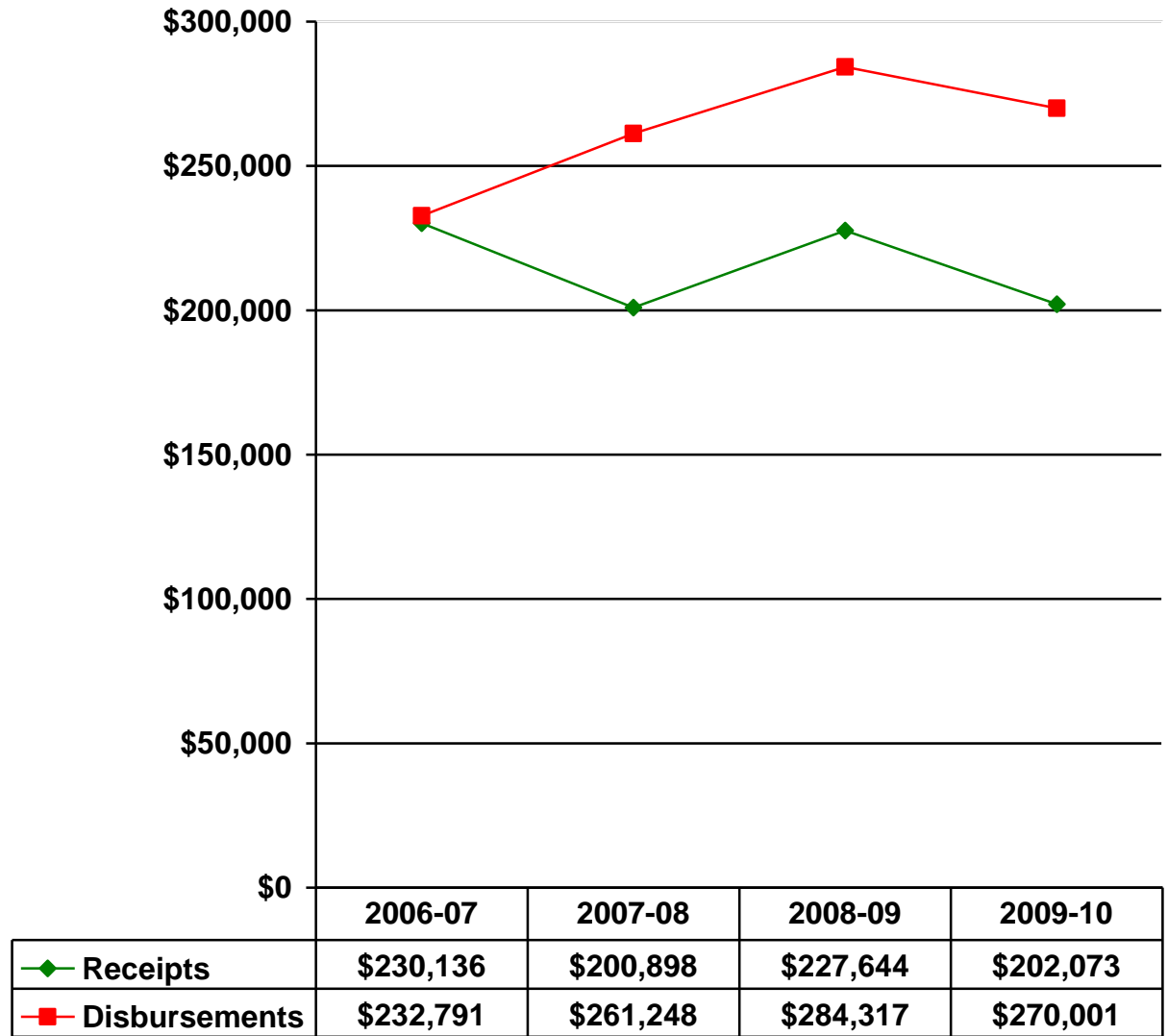
FEE TYPE/PURPOSE	STATUTORY AUTHORITY	ADMINISTRATIVE RULE	AMOUNT AUTHORIZED	AMOUNT COLLECTED
Application Fee	34-30-25	850-X-5.02	At Least \$50	\$75.00
Renewal Fee	34-30-25	850-X-5.04	At Least \$25	\$60.00
Inactive Registration	34-30-26(h)	850-X-7-.03	\$25.00	\$25.00
Disciplinary Fines	34-30-4	850-X-10.13(1)	100.00-500.00/per violation	Determined by Board
License or Certificate Reprint	Cost Recovery			\$10.00

Schedule of Receipts, Disbursements, and Balances

October 1, 2006 through September 30, 2010

	2009-2010	2008-2009	2007-2008	2006-2007
<u>Receipts</u>				
License Fees	\$202,073.40	\$227,443.50	\$200,797.50	\$230,136.00
Penalties	-	200.00	100.00	-
Total	202,073.40	227,643.50	200,897.50	230,136.00
<u>Disbursements</u>				
Personnel	144,439.50	142,400.20	131,900.80	115,189.57
Employee Benefits	54,153.74	53,004.16	48,817.34	39,648.65
Travel In State	4,725.70	6,094.86	7,313.17	12,615.52
Travel Out- of- State	9,419.05	7,272.92	10,068.56	2,377.79
Repairs and Maintenance	500.00	600.00	650.00	607.50
Rentals and Leases	31,674.26	31,084.44	29,255.23	27,867.64
Utilities and Communication	9,047.09	18,959.85	11,334.18	11,224.58
Professional Services	4,185.97	6,004.87	9,963.37	10,499.98
Supplies and Operating Expenses	11,855.67	16,492.68	11,945.06	12,759.71
Equipment Purchases	-	2,403.00	-	-
Total	270,000.98	284,316.98	261,247.71	232,790.94
Deficiency of Receipts Under Disbursements	(67,927.58)	(56,673.48)	(60,350.21)	(2,654.94)
Cash Balances at Beginning of Year	411,884.03	468,557.51	528,907.72	531,562.66
Cash Balances at End of Year	343,956.45	411,884.03	468,557.51	528,907.72
Reserved for Unpaid Obligations	(10,146.52)	(14,729.57)	(27,410.98)	(18,236.17)
Unreserved Cash Balance at End of Year	\$333,809.93	\$397,154.46	\$441,146.53	\$510,671.55

Operating Receipts vs. Operating Disbursements (Chart)



QUESTIONNAIRES

Board Member Questionnaire

Questionnaires were sent to all seven members of the Board of Social Work Examiners of which five responded. The percentages shown are based on the number who responded to the question.

1. What are the most significant issues currently facing the Board of Social Work Examiners, and how is the board addressing these issues?

Respondent 1: I am a new member and the Board seems stable with very good leadership. Funding, i.e. raising dues, seems to be an issue with our membership even though dues for our national organization (NASW) are four times the amount of our dues for license.

Respondent 2: Funding, licensure fee increases, Pay for legal assistance, etc

Respondent 3: Limitations placed on trained and educated licensed certified Social Workers to provide services to the client and ability to bill services and be reimbursed from insurance companies.

Respondent 4: Funding - The Board is carefully monitoring all expenses to ensure fiscal responsibility.

Respondent 5: Over the past several years the board has received inquiries from licensees about the need for social workers in Alabama to be able to select diagnoses from a diagnostic manual as social workers are allowed to do in other states. The board formed a committee which researched the matter and recommended that the board move forward with removing the prohibition regarding diagnosis from the social work law.

2. What changes to the Board of Social Work Examiners' laws are needed?

Respondent 1: None that we are not working on other than the dues issue.

Respondent 2: Provision to allow for social workers to perform Mental Illnesses diagnostic services, etc.

Respondent 3: To allow LCSW's with specialized education and training to provide Social Work diagnosis in relation for the clients they serve.

Respondent 4: The Board is currently working to allow Licensed Social Workers the ability to diagnose.

Board Member Questionnaire

Respondent 5: The law needs to be changed to allow LCSWs (the higher level licensees) to select diagnoses from the DSM or other recognized manual of mental disorders. However, an organization of the regulated profession, NASW, wants to require social workers approved to do diagnosis to purchase professional liability insurance. NASW sells professional liability insurance. Such liability insurance is for the protection of the professional--not the public. No other state in the United States which allows social work diagnosis requires social workers to purchase such insurance. I oppose making the carrying of such insurance a requirement of Alabama licensees in the law. Such a requirement might benefit NASW but not the public and would be an expense to licensees.

3. Is the Board of Social Work Examiners adequately funded?

Yes	3	60.0%
No	2	40.0%

Respondent 1: I understand that we will have to pay for the attorney provided by the Attorney General's Office (has been provided for free in the past - I believe). I don't know staff salaries and when they last received raises but this may be an issue.

Respondent 2: At the present!

Respondent 3: I feel the license fees need to be reviewed and possible increased. Due to the continued cost of overhead and board expenses and in relation to other state board fee's, Alabama is falling behind in this issue.

Respondent 4: At this time, the Board is adequately funded. However, to maintain services the Board will probably have to raise fees within the next two years.

Respondent 5: Yearly Board expenses have grown to where they exceed yearly income and the board now spends some money from its reserves each year.

4. Is the Board of Social Work Examiners adequately staffed?

Yes	5	100.0%
No	0	0.0%

Respondent 1: I will say yes at this time.

Respondent 2: At the present!

Board Member Questionnaire

5. Does the board receive regular reports on the operations of the board from the chief administrative officer?

Yes	5	100.0%
No	0	0.0%

Respondent 1: Yes. Does a great job and is available for questions at any time.

Respondent 2: She is very helpful and informative!

6. Has the board experienced any significant changes to its operations?

Yes	1	20.0%
No	4	80.0%

Respondent 1: None Known.

Respondent 2: None!

Respondent 3: In the daily operation , the board is processing on average about 70% more on line renewal and applications

7. Does the Board of Social Work Examiners plan any significant changes in its operations?

Yes	1	20.0%
No	4	80.0%

Respondent 1: Not that I am aware of.

Respondent 2: None is planned at the present!

Respondent 3: We hope that LCSW with the proper training and education will be able to diagnose in the future.

Respondent 5: Not in this fiscal year.

Licensee Questionnaire

Questionnaires were sent to one hundred licensees of which twenty-five responded. The percentages shown are based on the number who responded to the question

1. Do you think regulation of your profession by the Board of Social Work Examiners is necessary to protect public welfare?

Yes	23	92.0%
No	2	8.0%

Respondent 1: We definitely need regulation! There are too many social workers that would not adhere to professional standards without regulation.

Respondent 10: Other than having me overpay for a license test that had zero validity, I don't see evidence of the Board doing anything at all. If I could get away with throwing darts at my license in my office, it would be my favorite pastime.

Respondent 17: I don't think they take seriously the responses from supervisors who let them know that a supervisee in licensure supervision is not doing well in the profession.

2. Do you think any of the Board of Social Work Examiners' laws, rules and policies are an unnecessary restriction on the practice of your profession?

Yes	5	20.0%
No	18	72.0%
Unknown	1	4.0%
No Opinion	1	4.0%

Respondent 3: The requirement that at least 10 CEU's be in person is unnecessary. This takes time away from my profession. I can obtain CEU's online and on my own personal time which would not interfere with my profession. I believe as long as the Social Worker obtains all 30 hours the manner in which they receive them should be flexible therefore it would not put a burden on the licensee profession.

Respondent 10: Unfortunately, competent social workers are a rarity in our profession. I would probably die of shock if I heard another caseworker mention any of the laws, rules, or policies.

Respondent 24: Private Independent Practice (PIP) is an unnecessary classification as most states do not require or recognize this level. It seems that the Licensing Board devised this level to obtain increased revenue.

Respondent 25: The practice on how to obtain an LCSW needs to be revisited.

3. Do you think any of the Board of Social Work Examiners' requirements are irrelevant to the competent practice of your profession?

Yes	4	16.0%
No	19	76.0%
No Opinion	2	8.0%

Respondent 10: Social workers should be more well trained, more supported, and receive more guidance early on from experienced professionals that still have direct contact with their client base.

Respondent 17: They don't really regulate anything when given feedback. They require two years of supervision but there is no sort of feedback loop from the supervisor providing the supervision.

Respondent 21: I am not employed at this time.

Respondent 24: PIP is irrelevant.

4. Are you adequately informed by the Board of Social Work Examiners of changes to and interpretations of board positions, policies, rules and laws?

Yes	19	76.0%
No	4	16.0%
Unknown	1	4.0%
No Opinion	1	4.0%

Respondent 1: Our board does a wonderful job in letting us know what is happening with the laws and the board.

Respondent 10: Who cares?

Respondent 16: Haven't lived in the state long enough to form an opinion.

5. Has the Board of Social Work Examiners performed your licensing and renewal in a timely manner?

Yes	24	96.0%
No	1	4.0%

Respondent 1: I am licensed in both Georgia and Alabama. It is amazing how much more personal and timely the Alabama SW board is compared to the GA board. I have been very impressed with the Alabama State Board of Social Work Examiners ever since I moved to Alabama. They are well versed and understand the rules and laws, and they are always very helpful if/when I have any questions.

Respondent 2: I began working on my re-certification a month before my license expired. I listed my CEUs on the website. I received notification that my CEUs were being audited, and I had to submit a copy of all my CEUs BY MAIL, at the direction of the Alabama Board of SW Examiners' Office. They told me that faxing was not allowed because of the cost of the faxes. I had to wait on the U.S. Postal Service to get my CEUs to the Board, which took more days than it should have. I paid \$60 for my license renewal which should have covered any fax costs. It was getting close to expiration (about two weeks) and I was getting nervous. The Board finally received my CEUs, and my license was renewed, but it was stressful and unnecessary that it was handled in this way.

Respondent 3: I don't feel comfortable with the online system because I want them to have a copy of my CEU's for approval up front so there would not be cause for an audit in the future.

Respondent 10: My licensure is a worthless piece of paper, the initial test has no validity to testing for competent or experienced social workers. See above.

Respondent 16: Just moved my license and have not needed to utilize the online system. However, I intend to use it.

6. Do you consider mandatory continuing education necessary for competent practice?

Yes	23	92.0%
No	2	8.0%

Respondent 3: As referenced in # 2 above the requirement of 10 hours having to be in person I do not believe is necessary.

Respondent 5: It is an accountability factor.

Respondent 19: Strongly agree that all need to maintain current and fresh approaches to the practice of social work. We also need to periodically review basic social work practices.

7. Has the Board of Social Work Examiners approved sufficient providers of continuing education to ensure your reasonable access to necessary continuing education hours?

Yes	21	84.0%
No	2	8.0%
Unknown	2	8.0%

Respondent 3: I would like to have a list of all approved providers which would help in making decisions regarding my specific area of practice and the best options available for learning new ideas.

Respondent 6: Sometimes getting approval of a workshop has been delayed because they want an agenda showing all breaks. The workshop provided does not always put breaks into the published agenda (brochure). I wish that they would just assume there will be 15 minute breaks morning and afternoon.

Respondent 7: I am aware of two situations encountered by other licensees who were told AFTER participating in continuing education that the training would not be accepted by ABSWE. One of the trainings was vital to the continuing quality performance of the licensees work and the other situation involved an online course that had been approved the previous year and the website had not been updated to reflect the change.

Respondent 16: I am having difficulty find providers close to where I live at a low cost and how to know if they are approved subjects.

8. What do you think is the most significant issue(s) currently facing your profession in Alabama and what is the Board of Social Work Examiners doing to address the issue(s)?

Respondent 1: NA.

Respondent 2: Not enough pay; raises have been frozen for several years. The Board should ADVOCATE for this.

Respondent 3: I don't think there is anything the Board of Social Work Examiners could be doing to address the issues in my profession because the issues are all related to funding issues.

Respondent 4: Lack of better pay.

Respondent 5: Unknown.

Licensee Questionnaire

Respondent 6: Social Workers on the front lines are the DHR caseworkers. They are generally the youngest and least experienced. I am not sure, beyond requiring CE what BSWE is doing for them.

Respondent 7: Salaries, salaries, salaries! ABSWE needs to continue to stress the importance of social work in the state of Alabama and needs to continue to monitor the practice of social work so that competent, ethical practitioners make up the social work workforce.

Respondent 8: N/A.

Respondent 9: Being culturally competent with the recent influx of the Hispanic Community.

Respondent 10: Caseworkers are usually terrible. A significant amount do more harm than good to the profession and they are under no risk of losing their license, there is zero accountability in most cases. Jaded and burned out workers should be shown the door in the quickest way possible before they do any more harm to their clients and our profession. Once again, I see no evidence of the Board doing anything to address this problem.

Respondent 11: Need for more jobs for professional social workers.

Respondent 12: I no longer reside in Alabama; therefore, I can not speak to this question.

Respondent 13: Social Work licensure should be reserved for those with degrees in social work only.

Respondent 14: None.

Respondent 15: Pay Scale is not competitive with other like professions. Unsure if the SW Examiners is addressing the issue.

Respondent 16: Don't know. Certainly, where I live the issue is school social work, resources for mental health, and poverty.

Respondent 17: The lack of professionalism and knowledge coming from new graduates in Social Work. I don't think the Board is doing anything.

Respondent 18: lack of funding and resources.

Respondent 19: Advocating for the social work practice and the Board is ensuring qualified professional standards for practice.

Respondent 20: Competition from non-licensed social workers as well as other degrees resulting in a decrease in respect for the profession. I feel many people do not understand/appreciate social work as a profession. I am unaware of efforts to address this by the Board of Social Work Examiners.

Respondent 21: No opinion.

Respondent 22: Rate of pay vs. other degreed professionals.

Respondent 23: N/A.

Respondent 24: The issue is unlicensed Social Workers being allowed to work in agencies such as DHR. Also other degrees being accepted without any type of license and very little training.

Respondent 25: We need better communication statewide on issues social workers are facing in our state.

9. Do you think the Board of Social Work Examiners and their staff are satisfactorily performing their duties?

Yes	17	68.0%
No	1	4.0%
Unknown	6	24.0%
No Opinion	1	4.0%

Respondent 1: They are wonderful! Every person I have ever talked to and worked with on the board has been knowledgeable and helpful.

Respondent 2: Not very friendly.

Respondent 10: See above.

Respondent 19: They have always been supportive and responsive when I have contacted the office for information.

10. Has any member of the Board of Social Work Examiners or their staff asked for money (other than normal fees), services, or any other thing of value in return for performing a board service for you?

Yes	0	0.0%
No	25	100.0%

Complainant Questionnaire

Questionnaires were sent to twenty-five complainants, of which ten responded. The percentages shown are based on the number who responded to the question

1. Was your complaint filed with the Board of Social Work Examiners by:

Mail	9	90.0%
Phone	1	10.0%

Respondent 7: It was sent express and also was sent again by certified mail.

Respondent 8: After initial contact by mail, correspondence continued with phone calls as subject's harassment increased. [REDACTED] seemed genuinely concerned about the degree of malicious, emotional distress the perpetrator was engaging in.

2. Was receipt of your complaint promptly acknowledged?

Yes	9	90.0%
No	1	10.0%

Respondent 7: It was a complete cover up, basically I was told to get lost, I dealt most of the time with a [REDACTED], who did not or would not let me talk to other people, I have copies of these letters and will be glad to send them if you need them!

Respondent 8: There, again, the Director of the Alabama State Board of Social Work Examiners seemed very interested in the case I presented, including the evidence that I forwarded to her.

3. If yes, approximately how long after you filed your complaint were you contacted by the Board of Social Work Examiners?

Within 10 days	2	20.0%
Within 20 days	2	20.0%
Within 30 days	4	40.0%
More than 30 days	2	20.0%

Respondent 7: I was told it was out of there boundaries, since I was not seeing her professionally even though she used my PTSD report from DR. [REDACTED] who was teaching at the University, I was sent a code of conduct and saw a lot of errors in [REDACTED] statement

4. Was the employee who responded to your complaint knowledgeable and courteous?

Knowledgeable	4	40.0%
Courteous	4	40.0%
Neither	2	20.0%

Respondent 3: Both Knowledgeable and courteous.

Respondent 4: Both.

Respondent 5: Survey wouldn't allow me to select the appropriate response of both knowledgeable and courteous.

Respondent 7: neither, I wanted to come down there and give my statements in person, and was told no by [REDACTED] that it would not be fair for the people on the board to see me depressed, and lost over 50 pounds that they may find in my favor, that her and the lawyer discussed it by phone and mail and could see no violations, i can show them several or anyone else!

Respondent 8: I sensed genuine surprise and concern from [REDACTED] after she was apprised of the information that I forwarded to her

5. Did the Board of Social Work Examiners communicate the results of investigating your complaint to you?

Yes	8	80.0%
No	1	10.0%
Unknown	1	10.0%

Respondent 1: Only got a letter saying he had been cleared. I have no idea why since I sent proof of claim and I do not think any action was taken. He broke several rules and as far as I know got away with it.

Respondent 7: Was told that her [REDACTED] and the lawyer discussed it by mail and phone and could see no violations but under the administrative code 850x9-.01#1,4,6under 6 #2 and D under 6-3 it states that the social worker engaged in research should protect participants from physical and mental harm, discomfort, distress, harm danger or deprivation in my case this was not done, this social worker also engaged in sexual activity with this client i was exploited, manipulated, intentionally.

Respondent 8: I received one call from an "investigator," who interviewed me by phone. However, I was never informed of any outcome or judgment - in fact, after trying to follow up after a long period of silence from the Board, I called, whereupon I was told that the case had been closed. After inquiring "why?" I was told that the perpetrator's license was inactive and that I wasn't a patient anyway. That was an insult

Complainant Questionnaire

to me since you should be interested in any misconduct by any of your licensees, especially a complaint from the general public. I cited perp's infractions from your own Code of Ethics, highlighting the many violations (at least a dozen), that have been committed against me, my family and now, even my coworkers and employers.

6. Do you think the Board of Social Work Examiners did everything it could to resolve your complaint?

Yes	4	40.0%
No	5	50.0%
Unknown	1	10.0%

Respondent 1: I sent a huge packet of evidence which was not read by the external investigator which was obvious when he called. I told him the issues and he asked if Mr. [REDACTED] had ever behaved ethically to which the answer was yes except for the last few months I was in therapy. Investigator felt since he was good for a while the rest did not matter. Those were his exact words. I guess as long as you start off with boundaries when they are violated by hugs and simply being dropped w/o a referral to another therapist it all evens out. Needless to say I will never go back to therapy. No regulation. I am still sitting on his vacation pictures he gave me. Wish I would have sent those as I now know that was also not appropriate. Also no exit interview. Mr. [REDACTED] also lied about the diagnosis to do the most damage. He put me down as DID and said I was lying to him. Not good for a security clearance. Husband gave signed letter stating everything I said was true. Also the doctor that was doing my medication also said it was PTSD and has stuck with that diagnosis. Board never even bothered to look.

Respondent 3: I wasn't given any specifics, just that it was examined and found to be without merit, as best as I recall.

Respondent 7: no it was a cover up, looking at the standards of professional conduct & ethics there were several violations, when I contacted the social teachers at the university and told them what happened it was another cover up that went to the top I was told by a Dr. [REDACTED] it was not my problem they would handle it head of Department told me they were not going to do anything and the lawyer when asked what kind of report the social worker used I told her PTSD, she asked me why I had it I told her I had 18 friends killed in 1 day 13 wounded including me out of 36 she started laughing like a hyena, I told her I did not think it was to damn funny she kept laughing I think she is a 24 carat [REDACTED] with no feelings if something is not done about this I will go to Auburn and the newspapers and see what kind of people we have in charge at Alabama as a result of this I have had to take 300mg of welbutrin a day and until just a few months ago 4 grains of clopin now I have to still take the same amount of welbutrin but 3 grains of clopin I was wounded 3 time in Viet Nam and awarded 3 times for valor 1.

Respondent 8: I have addressed a letter to your National Board in an attempt to rectify this ongoing harassment and victimization of my family by this unconscionable

vendetta by this insane health care social worker who may even be dangerous. She has been terrorizing me and my family for over 40 years, and I am about to go public with this attempt to cover up her crimes.

7. Were you satisfied with your dealings with the Board of Social Work Examiners?

Yes	4	40.0%
No	4	40.0%
Unknown	2	20.0%

Respondent 1: Total waste of time, energy and caused incredible anxiety. Investigator rude and was a friend of my therapist so the cards were stacked against me. If cuts are to be made in this state I feel this office is one that should be cut out. Mr. [REDACTED] has continued his behavior with other patients as per others I knew who saw him. They got the same treatment but why file a claim? Look how few have any actions taken against them. It is on the site. I did not go to therapy to get more grief. I went because I needed help. This board does not do it's job or police its own. Why are we paying for it? Therapists get away with it 99.99% of the time. Before I sent the claim in I went to see a woman who specializes in these issues. She knew Mr. [REDACTED] very well and was helping others decide if they should file a claim. It is simply pointless. I will be happy to send you Mr. [REDACTED] vacation pictures. I think there is your answer!

Respondent 7: IT was a cover up by the Board and the University of Alabama in my opinion the board and the University are saying the hell with the victim let us cover our [REDACTED] and the social worker!

Respondent 8: I am totally disappointed with the outcome of this so-called investigation. It was never resolved, indeed it was derailed, I think, to protect this perp from the embarrassing consequences that will eventually be brought to bear on everyone involved - including this Board. I beseech you to finish what you started and find my aging, brainwashed mother the justice she deserves before she dies, and my younger brother who is also deceived by the same perpetrator. RSVP!!!!

Respondent 9: I never did get a response from the Board of Social Work Examiners, despite communicating my concerns about the possibility of my mental health records being tampered with by Mrs. [REDACTED], as well as her court documented statements of being able to "feel the truth when I walk into the room". There are several issues I raised with the Board, (statements Mrs. [REDACTED] made to me personally) which seemed to have been ignored. These matters are very important, as I do not think I am the only one that has had to go through her abusive and unprofessional behavior.

APPENDICES

SMART Performance Reports

Thursday, November 18, 2010
EBO Form 10

FY 10 SMART Quarterly Performance Report

Page 2 of 3

Basic Agency

Agency: 317 - Social Work Examiners, Alabama State Board of				Program: 653 - PRO AND OCCU LICENSING AND REG							
Organization: -				Activity: -							
Key Goal:											
Goal 1	Verify continuing education annually for two-thirds of license renewal applications by FY 2010.								Governor's Priority:		4
Objectives and Quarterly Targets:											
Performance Measures		First Quarter		Second Quarter		Third Quarter		Fourth Quarter		Annual	
Objectives	Unit of Measure	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
(O1-Quality) To accurately review continuing education documentation for license renewals.	Number of annual license renewal applications	--		--		--		--		66%	84%
(O2-Efficiency) Maintain cost per licensee at no more than 15% increase.	cost per licensee	--		--		--		--		69.00	53.00

Thursday, November 18, 2010
EBO Form 10

FY 10 SMART Quarterly Performance Report

Page 3 of 3

Basic Agency

How have policy decisions and budget determinations made by the governor and the legislature in the fiscal year 2009-10 affected your agency in meeting its desired accomplishments and services?
The cost of accomplishing the performance indicators was \$276,178.00. We were able to perform our duties as required.
What administrative improvements did your agency make in fiscal year 2009-10 and what potential improvements do you foresee for future years? Include suggested changes in legislation or administrative procedures which would aid your agency in these improvements.
The Board was successful in implementing a new online program. The "Online Application for Social Work Licensure/Exam" is now available to those wanting to apply for approval to take the licensure exam or obtain licensure through reciprocity.
The Board will seek legislative sponsors in the future to support additional changes to the law pertaining to social work practice so that it can continue to license and regulate social workers with respect, fairness and integrity.

Tuesday, June 07, 2011
EBO Form 10

FY 11 SMART Quarterly Performance Report

Page 2 of 2

Basic Agency

Agency: 317 - Social Work Examiners, Alabama State Board of				Program: 653 - PRO AND OCCU LICENSING AND REG							
Organization: -				Activity: -							
Key Goal:											
Goal 1	Obtain 90% of license renewals through the online renewal application by FY14								Governor's Priority:	4	
Objectives and Quarterly Targets:											
Performance Measures		First Quarter		Second Quarter		Third Quarter		Fourth Quarter		Annual	
Objectives	Unit of Measure	Target	Actual	Target	Actual	Target	Actual*	Target	Actual*	Target	Actual*
(O1-Quality) Obtain 75% of total number of license renewal applications through the on-line application.	%	--	--	--	--	--	--	--	--	75%	
(O2-Efficiency) Maintain cost of each licensee at 65.00 with no more than 15% increase.	\$	--	--	--	--	--	--	--	--	\$65.00	
* Actual performance data is not currently available for this quarter.											

Pass/Fail Rate for Public Universities

The following are the results of bachelor level examinations for first time candidates by the school attended:

Alabama A&M					Alabama State University				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	3	10	13	23%	2007	2	11	13	15%
2008	2	5	7	29%	2008	2	14	16	12%
2009	4	3	7	57%	2009	1	3	4	25%
2010	1	3	4	25%	2010	4	3	7	57%

Auburn University					Jacksonville State University				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	7	3	10	70%	2007	14	12	26	54%
2008	9	10	19	47%	2008	28	15	43	65%
2009	11	7	18	61%	2009	20	6	26	77%
2010	5	2	7	71%	2010	10	14	24	42%

Miles College					Oakwood College				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	0	6	6	0%	2007	1	2	3	33%
2008	1	6	7	14%	2008	0	2	2	0%
2009	0	6	6	0%	2009	3	0	3	100%
2010	1	3	4	25%	2010	0	1	1	0%

Talladega College					Troy University				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	0	1	1	0%	2007	4	6	10	40%
2008	2	2	4	50%	2008	6	6	12	50%
2009	0	0	0	0%	2009	10	5	15	67%
2010	0	0	0	0%	2010	11	3	14	79%

Tuskegee University					University of Alabama				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	3	2	5	60%	2007	12	8	20	60%
2008	1	3	4	25%	2008	12	5	17	71%
2009	0	2	2	0%	2009	5	4	9	56%
2010	1	0	1	100%	2010	7	4	11	64%

University of Alabama-Birmingham					University of Montevallo				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	8	13	21	38%	2007	14	8	22	64%
2008	6	8	14	43%	2008	9	4	13	69%
2009	10	2	12	83%	2009	9	3	12	75%
2010	9	7	16	56%	2010	10	2	12	83%

University of North Alabama					University of South Alabama				
Year	Pass	Fail	Total	% Passing	Year	Pass	Fail	Total	% Passing
2007	15	7	22	68%	2007	0	0	0	0%
2008	14	8	22	64%	2008	3	0	3	100%
2009	10	6	16	62%	2009	6	1	7	86%
2010	10	3	13	77%	2010	6	0	6	100%

Statutes

CHAPTER 30. SOCIAL WORKERS.

Current through the end of the 2010 Regular Session

ARTICLE 1. GENERAL PROVISIONS.

§ 34-30-1. Definitions.

As used in this chapter, the following words and terms shall have the following meanings:

(1) Board. The State Board of Social Work Examiners established under this chapter.

(2) Social work. The professional activity of helping individuals, groups, or communities enhance or restore their capacity for social functioning, and of preventing or controlling social problems altering societal conditions as a means towards enabling people to attain their maximum potential.

(3) Social work practice. The professional application of social work values, principles, and techniques to one or more of the following ends: Helping people obtain tangible services, counseling with individuals, families, and groups, helping communities or groups provide or improve social and health services, engaging in research related to those ends and principles, and administering organizations and agencies engaging in such practice. The practice of social work requires knowledge of human development and behavior, of social, economic, and cultural institutions and of the interaction of all these factors.

(4) Social work specialty. A defined area of social work practice recognized and approved by the Board of Social Work Examiners.

(5) Social work method. An orderly, systematic mode of practice and procedure recognized and approved by the Board of Social Work Examiners. This includes but is not limited to social casework, social group work, and community organization.

(6) Full-time social work. Thirty-five hours per week.

(7) Part-time social work. At least 10 hours per week or more, and will be considered equivalent to full-time social work on a pro rata basis as determined by the board.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 2.)

§ 34-30-2. Declaration of policy; purpose of chapter.

It is hereby declared to be the public policy of this state and the purpose of this chapter to protect the public by setting standards of qualification, education, training, and experience for those who seek to engage in the practice of social work and to protect the public by promoting high standards of professional performance for those engaged in the profession of social work, holding themselves forth as social workers.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 1.)

§ 34-30-3. Private independent practice of social work.

After May 24, 1978, no person may engage in the private independent practice of social work unless he or she is:

- (1) Licensed under this chapter as a licensed certified social worker; and
 - (2) Has a doctorate or master's degree from a school of social work approved, accredited, or in candidacy granted by the Council on Social Work Education; and
 - (3) Has had two years' full-time or three years' part-time postgraduate experience under appropriate supervision in the specified social work method or four years' full-time or five years' part-time postgraduate experience under appropriate supervision in the speciality in which the applicant will practice.
 - (4) Has passed an examination prepared by the board for this purpose; except, that prior to the time that an examination is prepared by the board for this purpose, no person who otherwise meets the requirements of this section will be prohibited from engaging in the private independent practice of social work; and
 - (5) Has been issued by mail a certified letter of certification stating his or her qualification for private independent practice by the board; and
 - (6) Has paid an initial certification fee set by the board.
- CREDIT(S) (Acts 1977, No. 652, p. 1102, § 7; Act 2008-136, p. 204, § 3.)

§ 34-30-4. Disciplinary proceedings--Grounds for suspension, revocation, etc., of license; administrative fines.

(a) The State Board of Social Work Examiners may deny an application or, after a hearing, may refuse to renew, may suspend, or may revoke any license issued under this chapter upon proof that the person has engaged in unprofessional conduct within the last five years, including, but not limited to:

- (1) Conviction of a felony;
- (2) Habituation or addiction to habit-forming drugs, either of which impairs the ability to perform his or her work;
- (3) Conviction of fraud or deceit in connection with services rendered as a social worker licensed under this chapter or in establishing qualifications under this chapter;
- (4) Aiding or abetting a person not licensed under this chapter who is falsely representing himself or herself as a social worker licensed under this chapter;
- (5) Failing to be relicensed and continuing to represent himself or herself as licensed after the expiration of his or her license; or
- (6) Being found guilty of unprofessional conduct by the rules established by the Board of Social Work Examiners.

(b) In addition to the disciplinary powers provided in subsection (a), the board may levy and collect administrative fines for serious violations of this chapter or the rules and regulations of the board of not more than \$500.00 for each violation.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 9; Acts 1992, No. 92-121, p. 204, § 3; Act 2009-727, p. 2176, § 1.)

§ 34-30-5. Disciplinary proceedings--Procedure.

The following procedure will apply to revocation and suspension hearings and to judicial review of these hearings:

- (1) Hearings are to be conducted by a five-person panel of the Board of Social Work Examiners with recommended decisions to be by majority vote of the panel.

(2) Reasonable notice (20 days' minimum) of charges to be served personally or by registered mail.

(3) Stenographic record of proceedings.

(4) The "licensed bachelor social worker," "licensed graduate social worker" or "licensed certified social worker" licensed under this chapter whose license is subject to suspension or revocation is entitled to:

- a. The presence of counsel at the hearing at his expense;
- b. The right to cross-examination of witnesses;
- c. The right to call witnesses on his or her own behalf; and
- d. The right to subpoena witnesses and documents.

(5) Any person affected by the action of the board in refusing his or her application or suspending or revoking his or her license, or any other action of the board, may appeal the action of the board by filing a petition within 30 days thereafter in the circuit court in the county where the person resides or in the Circuit Court of Montgomery County, Alabama, and the court is vested with jurisdiction and it shall be the duty of the court to set the matter for hearing upon 10 days' written notice to the board and the attorney representing the board. The court in which the petition of appeal is filed shall determine whether or not a cancellation or suspension of a license shall be abated until the hearing shall have been consummated with final judgment thereof or whether any other action of the board should be suspended pending hearing, and enter its order accordingly, which shall be operative when served upon the board, and the court shall provide the attorney representing the board with a copy of the petition and order. The board shall be represented in such appeals by the district attorney of the county or the Attorney General, or any of their assistants. The board shall initially determine all facts, but the court, upon appeal, shall set aside the determination of the board if the board's determination:

- a. Is not based upon substantial evidence upon the entire record;
- b. Is arbitrary or capricious;
- c. Is in violation of statutory requirements; or
- d. Was made without affording the licensee or applicant due process of law.

(6) The board may, in its discretion, seek an injunction against any person engaged in violation of this chapter.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 10.)

§ 34-30-6. Disposition of fees; separate fund created; disbursements from fund by board.

(a) All fees collected pursuant to this chapter shall be nonrefundable and shall be deposited in the State Treasury to the credit of the Board of Social Work Examiners and shall constitute a separate fund to be disbursed as prescribed in subsection (b) of this section.

(b) For the purpose of carrying out the objects of this chapter, and for the exercise of the powers herein granted, the Board of Social Work Examiners shall have power to direct the disbursement of the separate fund created by subsection (a) of this section, which shall be paid on warrant of the state Comptroller upon certificate or voucher of the secretary of the board, approved by the president or vice-president of the board. No funds shall be withdrawn or expended except as budgeted and allotted according to the provisions of Article 4 of Chapter 4 of Title 41, and only in amounts as stipulated in the general appropriation bill. Such amounts shall not exceed the amount in the separate fund established by subsection (a) of this section.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 12.)

ARTICLE 2. LICENSES.

§ 34-30-20. Required.

After November 24, 1978, no person may engage in the practice of social work, holding himself or herself forth as a "social worker," a "licensed bachelor social worker," a "licensed graduate social worker," or a "licensed certified social worker," unless that person is so licensed under this chapter or excluded according to its provisions.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3.)

§ 34-30-21. Exemptions from licensing requirements.

(a) Nothing in this chapter shall be construed to prevent qualified physicians, surgeons, psychologists, psychotherapists, attorneys, marriage counselors, family counselors, school counselors, or members of the clergy or any other individual from doing work within the standards and ethics of their respective professions and calling; provided, that they shall not hold themselves out to the public by any title or description of service as being engaged in the practice of social work.

(b) Any group already licensed under state law shall be exempt from the provisions of this chapter.

(c) Students enrolled in recognized programs of study leading to social work degrees shall not be prevented from practicing social work; provided, that their practice shall be performed under the supervision of a licensed certified social worker, or one who meets the qualifications for licensing as a certified social worker as defined in this chapter.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3.)

§ 34-30-22. Qualifications of applicants

The State Board of Social Work Examiners shall issue a license as a "licensed bachelor social worker," a "licensed graduate social worker," or a "licensed certified social worker" to an applicant who satisfies all of the following requirements:

- (1) Is at least 19 years of age.
- (2) Has paid an initial examination fee established by the board.
- (3) Has passed an examination prepared by the state board for that purpose.
- (4) Has ascribed to a professional code of ethics developed and adopted by the board.
- (5) Meets all of the following additional requirements for the level at which they are applying to be licensed:

a. Bachelor social worker:

1. Has a baccalaureate degree from an accredited college or university including completion of a social work program. At the end of five years from June 8, 1984, applicants who then apply shall have a baccalaureate degree from an accredited college or university, including completion of a social work program approved, accredited, or in candidacy granted by the Council on Social Work Education.

2. For a period of six years from May 23, 1977, an applicant may be licensed who has a baccalaureate degree from an accredited college or university and has

successfully completed two years of full-time continuous employment in a social work position under supervision approved by the board; or

3. Until March 1, 1996, an applicant may be licensed who has a bachelor's degree in social work or a bachelor's degree in a human services field such as sociology, rehabilitation counseling, psychology, and guidance counseling.

b. Graduate social worker: Has a Master of Social Work or a Doctor of Social Work from a college or university approved, accredited, or in candidacy granted by the Council on Social Work Education.

c. Certified social worker:

1. Has a Master of Social Work or a Doctor of Social Work from a college or university approved, accredited, or in candidacy granted by the Council on Social Work Education.

2. Has had at least two years of post-master or doctorate experience in the practice of social work under the supervision of a licensed certified social worker.

(6) Is a United States citizen or, if not a citizen of the United States, a person who is legally present in the United States with appropriate documentation from the federal government.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 5; Acts 1984, 1st Ex. Sess., No. 84-730, p. 65, § 1; Acts 1992, No. 92-121, p. 204, § 3; Acts 1994, No. 94-639, p. 1199, § 1; Acts 1995, No. 95-768, p. 1815, § 1; Act 2008-136, p. 204, § 3.)

§ 34-30-23. Application; initial fee; issuance.

From May 23, 1977, until November 24, 1978, the Board of Social Work Examiners shall receive applications from individuals, such applications being duly notarized and sworn, which outline the applicant's eligibility for licensure under the criteria specified in either subdivision (1), (2), or (3) of this section, accompanied by an initial application fee of \$50.00 in the form of a certified check made payable to the Alabama State Board of Social Work Examiners, and upon review and necessary verification of the applicant's sworn statement, said board shall issue a license as a "licensed bachelor social worker," a "licensed graduate social worker," or a "licensed certified social worker" to an applicant who meets the following requirements for a level of licensure; provided, that any person seeking licensure under this section shall make application within four months of the date he or she first becomes eligible for licensing under this section; and provided further, that such application is received by the board and such eligibility occurred within 18 months from May 23, 1977:

(1) Bachelor social worker: An applicant who holds a baccalaureate degree from an accredited college or university and who satisfies the board that he or she is presently employed in a full-time social work position.

(2) Graduate social worker:

a. An applicant who holds a Master of Social Work or a Doctor of Social Work from a college or university approved or accredited by the Council on Social Work Education; or

b. An applicant who has successfully completed one semester of social work education in a graduate school of social work approved or accredited by the Council on Social Work Education and who satisfies the board that he or she is and has been actively engaged, for at least five consecutive years of full-time employment, in the practice of

social work.

(3) Certified social worker: An applicant who holds a Master of Social Work or a Doctor of Social Work from a college or university approved or accredited by the Council on Social Work Education and who is and has been actively engaged, for at least two consecutive years of full-time post-master or doctorate employment, in the practice of social work.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 6.)

§ 34-30-24. Issuance of license to persons licensed in other states.

Upon receipt of an application from a person who holds a valid social workers' license from another state of the United States which requires standards equivalent to Alabama's for licensing and who possesses all the qualifications prescribed in Section 34-30-22, except that he or she has not paid the examination fee or passed the examination prepared by the board, accompanied by the initial license fee, the board shall issue a license as a "licensed bachelor social worker," "licensed graduate social worker," or "licensed certified social worker" to the applicant therefor.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 6.)

§ 34-30-25. Fees.

After November 24, 1978, the initial fee for a license shall be at least \$50.00 and the fee for renewal thereof shall be at least \$25.00.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 12.)

§ 34-30-26. Term; expiration date; renewal; inactive status.

(a) All licenses and certificates under this chapter shall be effective when issued by the State Board of Social Work Examiners.

(b) All licenses and certificates issued by the board shall expire on the last day of the month in the calendar year that is exactly two years from the calendar year and month in which the license or certificate is issued.

(c) A license or certificate may be renewed by the payment of the renewal fee set by the board and by the execution and submission on a form provided by the board of a sworn statement by the applicant that his or her license or certificate has been neither revoked nor currently suspended.

(d) At the time of license renewal, each applicant shall present satisfactory evidence that in the period since the license was issued, such applicant has completed the continuing education requirements specified by the board. At the time of license renewal, the board may, in its discretion, waive the continuing education requirement upon a showing by an applicant that prolonged illness or other extenuating circumstances prevented completion of such requirements. A waiver shall not be granted to any applicant twice in succession.

(e) The application for renewal must be made within 60 days after the expiration of the license or the termination of the period of suspension.

(f) No licensee shall be denied a license renewal based on the fact that such licensee has not actively practiced social work for the previous licensing period, provided that all licensing renewal fees have been paid to the board by the licensee.

(g) A licensee under this chapter who is not engaged in the practice of social work or who

does not live in the state may request, in writing, that the board place his or her name on the board's inactive roll, thereby granting him or her inactive status and protecting his or her right to obtain a license to practice pursuant to subsection (a) at a later time if he or she wishes to become actively engaged in the practice.

(h) If, upon receipt of the request as provided in subsection (g), the board determines that the social worker shall be permitted to retain his or her initial registration or certification, the social worker shall pay a biennial registration fee in such amount as the board, from time to time, shall determine. If a social worker who has elected inactive status wishes to reenter the practice, he or she shall make application to the board for licensure to practice. To ensure competency to practice, the board, in its rules, shall specify the number of hours of continuing education the applicant shall obtain before regaining active status.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 11; Acts 1981, No. 81-221, p. 291, § 4; Act 2009-727, p. 2176, § 1.)

§ 34-30-27. Certain persons exempt from examination.

(a) Individuals licensed under Section 34-30-23 or Section 34-30-24 shall be exempt from any examination provided for in Section 34-30-22, subdivision (3).

(b) Any person who meets the following listed conditions shall be issued a certification as a "licensed certified social worker" without a written examination by the State Board of Social Work Examiners; provided, however, that any person seeking licensure under this section must do so within one year from April 4, 1988. The conditions to be met are as follows:

(1) Possess a baccalaureate degree from an accredited college or university.

(2) Have completed a minimum of six quarter-hours at an approved graduate school of social work on or before January 1, 1960.

(3) Completed a minimum of six years of full, continuous employment in a social work position under supervision approved by the board or seven years of full, continuous employment with a public or quasi-public agency in the State of Alabama on or before May 1, 1977.

Any person meeting the above conditions shall, upon application to the State Board of Social Work Examiners and the payment of \$50, be issued certification as a "licensed certified social worker"; provided, however, that any person seeking licensure under this section must do so within one year from the passage of this amendment.

(c) Any person who holds a Master of Social Work degree or a master's degree in vocational education from an approved college or university, plus one year experience or its equivalent, shall be granted the title of "graduate social worker" if the person has completed the requirements mentioned in this subsection on or before December 30, 1977, upon application to the State Board of Social Work Examiners and the payment of the fee of \$50; provided, however, that any person seeking licensure under this section must do so within one year from the passage of this amendment.

(d) Notwithstanding the aforementioned provisions of this chapter, any person who has been previously licensed under subsection (b) or (c) of this section and who allows his or her license to expire and does not renew his or her license during the time period provided in Section 34-30-26, shall no longer be exempt from any examination provided for in Section 34-30-22(3); but instead must take the examination in order to be licensed under Section 34-30-23 or Section 34-30-24.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 6; Acts 1988, No. 88-141, p. 210, § 3.)

§ 34-30-28. Display; effect.

The license issued pursuant to this chapter shall be displayed in the licensee's principal place of practice, and shall entitle the licensee to hold himself or herself forth to the public as providing services as authorized by this chapter.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 5.)

§ 34-30-29. Supervision of licensed bachelor social workers.

Effective January 1, 1984, and thereafter, each person licensed under this chapter as a licensed bachelor social worker who has received two years or more of continuing supervision from a licensed graduate social worker or a licensed certified social worker may engage in the practice of social work without further supervision as long as this person remains in their same type of social work practice.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3; Acts 1984, No. 84-93, p. 124, § 2.)

§ 34-30-30. Practice of social work in partnerships, groups, etc.

Nothing contained in this chapter shall prohibit licensed certified social workers from practicing social work as partners or in groups, or from pooling fees and money received either by the partnerships or groups or by the individual members thereof for professional services furnished by any individual licensed certified social worker, member or employee of such partnership or group, nor shall those constituting the partnership or groups be prohibited from sharing, dividing, or apportioning the fees and moneys received by them or by the partnership or group in accordance with partnership or other agreements, provided the certificate for doing business shall have been filed pursuant to law.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3.)

§ 34-30-31. Professional associations.

Licensed certified social workers shall be permitted to form professional associations to operate in the practice of social work according to Alabama law.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3.)

§ 34-30-32. Merit System or Civil Service employees.

Nothing contained in this chapter shall prohibit a Merit System or Civil Service employee who is employed in a social work position whose qualifications are established or determined by a regulatory board, pursuant to state or federal law, from engaging in the practice of social work.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 3.)

§ 34-30-33. Representation to public as social worker.

(a) After November 24, 1978, no person may represent himself or herself as a social worker

by using the title "social worker," "licensed bachelor social worker," "licensed graduate social worker," or "licensed certified social worker," or any other title that includes such words, or by adding the letters "SW," "LBSW," "LGSW," or "LCSW," unless licensed under this chapter or excluded according to its provisions.

(b) After November 24, 1978, no public or private agency, organization, or health facility may use the term "social worker," "licensed bachelor social worker," "licensed graduate social worker," or "licensed certified social worker" to apply to a person unless that person is so licensed under this chapter or excluded according to its provisions.

(c) After November 24, 1978, nothing contained in this chapter shall prohibit a Merit System or Civil Service employee who is employed in a social work position whose qualifications are established or determined by a regulatory board, pursuant to state or federal law, from representing himself or herself as a social worker by using the title "social worker."

(d)(1) A person who knowingly, willfully, or intentionally violates any provision of this section is guilty of a misdemeanor and shall be fined not less than \$100 nor more than \$500. The board and its members shall assist prosecuting officers in the enforcement of this chapter, and it shall be the duty of this board and its members to furnish the proper prosecuting officers with such evidence as it or they may ascertain to assist them in the prosecution of any violation of this article, and the board is authorized for such purposes to make such reasonable expenditures from the funds of the board which it may deem necessary to ascertain and furnish such evidence.

(2) When it appears to the board that any person is in violation of any provisions of this section, the board may in its own name bring an action in the circuit court for any injunction, and the court may enjoin any person from violating this section regardless of whether criminal proceedings have been or may be instituted. Upon a proper showing, a permanent or temporary injunction, or restraining order, shall be granted.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 4; Acts 1988, No. 88-141, p. 210, § 3.)

ARTICLE 3. BOARD OF SOCIAL WORK EXAMINERS.

§ 34-30-50. Creation; composition.

(a) There is created an Alabama Board of Social Work Examiners, which shall consist of seven members who are citizens of this state and appointed by the Governor. No person shall be excluded from serving on the board by reason of race, sex, or national origin. Four members shall be "licensed certified social workers" under the provisions of this chapter, who have rendered service, education, or research in social work. Two members shall be "licensed graduate social workers" under the provisions of this chapter, who shall have rendered service, education, or research in social work. One member shall be a "licensed bachelor social worker" under the provisions of this chapter who has rendered service, education, or research in social work. Initial members shall be persons eligible for licensing as provided by this chapter. Members shall be appointed within 90 days after May 23, 1977, from a list of names of qualified persons submitted by any interested parties. The Governor may request the submission of additional names.

(b) After March 20, 1992, successor members of the board shall be appointed by the Governor as provided in this subsection. At least one position on the board shall be represented by a person who is a member of a minority race. Within 30 days following the expiration of a term or terms of office, the board shall notify each licensee in writing of the vacancy and shall solicit the nomination of not more than five licensed certified social workers, licensed graduate

social workers, or licensed bachelor social workers, as the case may be, for consideration for each position to be filled. The board shall certify the names of not more than three persons receiving the highest number of nominations for each position to the Governor. The Governor shall appoint one of the nominated persons for the position or positions within 30 days following receipt of the list. If the Governor fails to make the appointment within the 30-day period, the person for each position receiving the highest number of nominations shall become the successor board member for that respective position. The first successor member appointed after March 20, 1992, shall be a member of a minority race who meets all other qualifications of this article. Beginning with the seventh appointment following March 20, 1992, not more than one member from any United States Congressional District, as those districts exist as of March 20, 1992, shall be appointed to serve at the same time.

(c) Any other provision of law notwithstanding, successors to the three terms that expire in October 2004 shall be appointed as follows: Two members shall be appointed for terms of two years and one member shall be appointed for a term of three years, with all terms expiring on September 30 of the final year of the term. Any other provision of law notwithstanding, successors to the four terms that expire in December 2005 shall be appointed as follows: One member shall be appointed for a term of two years and three members shall be appointed for terms of three years, with all terms expiring on September 30 of the final year of the term. Thereafter, subsequent appointments shall be for a term of three years, expiring on September 30 of the final year of the term. Each member shall hold office until his or her successor is appointed and assumes office. A two-year appointment to fill an expired term pursuant to this subsection shall be considered a consecutive term of office for determining the two consecutive terms of office limitation provided in Section 34-30-51. Any vacancy occurring other than by expiration of a term shall be filled for the remainder of the unexpired term by appointment of the Governor. An appointment to fill an unexpired term may not be considered a consecutive term of office for determining the two consecutive terms of office limitation provided in Section 34-30-51.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8; Acts 1988, No. 88-141, p. 210, § 3; Acts 1992, No. 92-121, p. 204, § 3; Act 2004-77, p. 103, § 3; Act 2008-136, p. 204, § 3.)

§ 34-30-51. Terms of members.

Members shall be limited to two consecutive terms of office.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8; Acts 1988, No. 88-141, p. 210, § 3; Act 2004-77, p. 103, § 3.)

§ 34-30-52. Filling of vacancies.

Appointments to fill vacancies on the Board of Social Work Examiners caused by a reason other than the expiration of a member's term shall be for the duration of the unexpired term and shall be made by the Governor from a list as described in Section 34-30-50.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8; Acts 1992, No. 92-121, p. 204, § 3.)

§ 34-30-53. Persons employed by state eligible for appointment to board.

Persons who are employed by the State of Alabama and who are subject to the Merit System

shall not be prohibited from serving on the Board of Social Work Examiners, provided such person meets all other qualifications as a member of the board.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8.)

§ 34-30-54. Compensation of members.

Compensation for members of the Board of Social Work Examiners shall be limited to travel and per diem, not to exceed the prevailing rate paid state employees, but the expense is not to exceed the amount derived in fees for licenses and fines.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8.)

§ 34-30-55. Removal of members.

Members of the Board of Social Work Examiners can be removed from office for cause in the manner provided by the statutes of Alabama for removal of public officials who are not subject to impeachment.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8.)

§ 34-30-56. Organization; annual election of officers; meetings; quorum; notice of meetings; public meetings required.

The Board of Social Work Examiners shall organize upon appointment and qualification of its members, and shall elect annually from its membership a chairman, a vice-chairman, and a secretary. The board shall meet twice each year and as frequently as it deems necessary at such times and places as the board designates. Additional meetings may be held upon call of the chairman or upon the written request of four members of the board. Four members of the board shall constitute a quorum. All members of the board must be notified in writing at least five days prior to all meeting dates. All such board meetings shall be open to the public and appropriate public notice shall be made.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8; Acts 1984, No. 84-93, p. 124, § 3.)

§ 34-30-57. Duties generally.

In addition to the duties set forth elsewhere in this chapter, the Board of Social Work Examiners shall:

- (1) Recommend modifications and amendments to this chapter.
- (2) Recommend to the appropriate district attorneys prosecutions for the violations of this chapter, after and only after the alleged violator has been notified of such violation or violations and having been given 90 days to disclaim, amend, and rectify such allegation.
- (3) Annually publish a list of the names and addresses of all persons who are:
 - a. "Licensed bachelor social workers," "licensed graduate social workers," and "licensed certified social workers" under this chapter.
 - b. Eligible to engage in the private independent practice of social work under this chapter.
- (4) Establish fees for initial examination, licensure, certification, and renewal thereof.
- (5) Establish requirements and standards for continuing education. In establishing such

requirements, the board shall consult with those groups and organizations which represent both the levels of practice specified in this chapter and the various settings in which social work is practiced. Furthermore, in developing such requirements, the board shall consider, but shall not be limited in its consideration to, agency recognized staff development programs under the auspices of public agencies, continuing education programs offered by colleges and universities having social work programs approved or accredited by the Council on Social Work Education and continuing education programs offered by recognized state and national social work bodies.

(6) Promulgate rules and regulations pursuant to the State Administrative Procedure Statute that set forth professional standards for "licensed bachelor social workers," "licensed graduate social workers," and "licensed certified social workers" who are certified for the private independent practice of social work. Those proposed rules and regulations shall be published at least 30 days prior to public hearing relative to the proposed rules and regulations, and at least 15 days in advance of such hearing, the board shall publish notice of the date, time, and place where such public hearings of the board will be held for the purpose of adopting or amending rules and regulations pertaining to this chapter.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 8; Acts 1988, No. 88-141, p. 210, § 3.)

§ 34-30-58. Acceptance of contributions and bequests.

The Board of Social Work Examiners may accept contributions and bequests from individuals, organizations, and corporations and must expend these funds to carry out the purposes of this chapter. Records of receipts and expenditures of such funds shall be made available to Examiners of Public Accounts upon request.

CREDIT(S) (Acts 1977, No. 652, p. 1102, § 12.)

Board Members



Brenda W. Holden
Executive Director

Alabama State Board of Social Work Examiners
100 North Union Street, Suite 736
Montgomery, Alabama 36104
P.O. Box 301620, Montgomery, AL 36130-1620
Telephone (334) 242-5860 Fax (334) 242-0280
www.socialwork.alabama.gov

March 31, 2011

Ms. Constance Baldwin
Examiners of Public Accounts
50 North Ripley Street, Room 3201
Montgomery AL 36104-3833

Dear Ms. Baldwin,

Please find attached to this letter the list of Board Members serving the Board during this Sunset Audit period along with their expiration dates and positions served as of October 29, 2010 on the Board of Social Work Examiners.

The Board is selected by other licensees submitting nomination letters to the Board office. The top three names are submitted to the Governors Office for appointment to a three-year term.
Code of Alabama 34-30-50

Please let me know if you need any additional information.

Sincerely,

A handwritten signature in cursive script that reads "Brenda W. Holden".

Brenda W. Holden
Executive Director

<u>Name and Address:</u>	<u>Position</u>	<u>District No.:</u>	<u>App. Date:</u>	<u>Exp. Date:</u>
Leisa Askew Opelika AL	Chair	3	10/03/2008	09/30/2011
Paula Johnson, LGSW Gadsden AL 35901-4019	Vice Chair	4	10/03/2008	09/30/2011
Mandy Andrews, LGSW Helena AL 350880-3371	Secretary	6	12/01/2009	09/30/2012
Sharon Argiro, LCSW Mobile AL 36609	Bd. Member	1	11/29/2006	09/30/2012
James E. Ware, LCSW Selma AL 36701-6851	Bd. Member	7	10/03/2008	09/30/2011
William Tommy Wright Wetumpka AL	Bd. Member	2	10/01/2010	09/30/2013
Esophia Clayborn Huntsville AL	Bd. Member	5	10/01/2010	09/30/2013

BOARD RESPONSE TO SIGNIFICANT ISSUES



ALABAMA STATE BOARD OF SOCIAL WORK EXAMINERS
100 North Union Street, Suite 736
Montgomery, Alabama 36104
Telephone (334) 242-5860 Fax (334) 242-0280
www.socialwork.alabama.gov

Brenda W. Holden
Executive Director

July 5, 2011

Director, Operational Division
Examiners of Public Accounts
PO Box 302251
Montgomery AL 36130-2251

Dear Mr. Norris:

In response to your letter of June 15, 2011, the Board of Social Work Examiners offers the following responses to the significant issues indicated.

- 1) The Board of Social Work Examiners requested SB 439 and HB 436 to allow licensed certified and trained social workers the authority to use and provide diagnostic evaluations in mental health issues. Neither bill passed. The Board will seek support and passage of this bill again in the next legislative session.
- 2) Increasing fees has been a repeated topic on the Board's agenda for the last two to three years. The Board decided the last time the topic came up to allow the reserve to dwindle until it reached the amount equal to one year of operation expenses. It was projected that this goal would be reach this year (2011) at which time the Board will address the subject of raising the \$60 biennially fee.

As far as the status of prior findings/significant issues we cannot change prior reports made to the Smart Budgeting Office. However, the process of reporting the amounts using actual expenses was corrected on the 2010 Quarterly Performance Report. This process will be followed on upcoming reports.

As far as the partially unresolved finding the 84% reported on the 2010 Smart Performance Report was a typo. It was intended to be recorded as 44% but was accidentally entered as 84%. This was pointed out to us at the review.

Thank you for allowing us the opportunity to respond.

Sincerely,

Brenda W. Holden
Executive Director